

Introduction to Mentorship

- ✓ What is mentoring? Mentoring comes from the Greek word meaning enduring--is defined as a sustained relationship between a youth and an adult. Through continued involvement, the adult offers support, guidance, and assistance as the younger person goes through a difficult period, faces new challenges, or works to correct earlier problems. In particular, where parents are either unavailable or unable to provide responsible guidance for their children, mentors can play a critical role.

Introduction to Mentorship

- ✓ The two types of mentoring are natural mentoring and planned mentoring.
 - Natural mentoring occurs through friendship, collegiality, teaching, coaching, and counseling.
 - In contrast, planned mentoring occurs through structured programs in which mentors and participants are selected and matched through formal processes.

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- ✓ **WHY ARE MENTORING PROGRAMS SO POPULAR?** The number of mentoring programs has grown dramatically in recent years. This popularity results in part from compelling testimonials by people--youth and adults alike--who have themselves benefited from the positive influence of an older person who helped them endure social, academic, career, or personal crises.

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- ✓ **WHAT ARE THEY FOR?** Mentoring programs generally serve the following broad purposes:
 - **Educational or academic mentoring** helps mentored youth improve their overall academic achievement.
 - **Career mentoring** helps mentored youth develop the necessary skills to enter or continue on a career path.
 - **Personal development mentoring** supports mentored youth during times of personal or social stress and provides guidance for decision making.

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✓ **The goals of LAKE ERIE Mentorship:**

- To foster a professional and wholesome environment targeted at first term personnel but not limited too.
- Promote an atmosphere/climate to instill and motivate personal and professional growth.
- Improve quality of life and reduce attrition.

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✓ **What does a mentor do?**

- Mentors dispense wisdom.
 - Professional planning
 - Life plans
 - Goals
 - Short term
 - Long term

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✓ **Ingredients of a successful mentor.**

- Success at work
- Stable family life
- Courage, honor and commitment
- Values

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- ✓ A mentor should take pride in their organization, relish new challenges, and understand and support the mission, vision, and values of the organization.

- ✓ A mentor should be:

Supportive

Respectful of Others

Patient

An Effective Teacher

Respected

Self-confident

People-oriented

A Good Motivator

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- ✓ A mentor can expect his mentee to be competent, credible, ambitious, eager to learn, loyal, and candid; have a positive attitude; and be able to listen, work as a partner, keep confidences, and accept responsibilities.

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- ✓ **What is the difference between a Sponsor and a Mentor.**
 - A sponsor will ensure that the day to day operation is completed.
 - All check in items.
 - The nuts and bolts
 - The mentor will help direct the Sailor with his *goal strategy*.